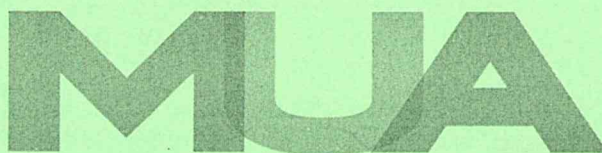


The  
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UNDERGRADUATE UNIVERSITY EXAMINATIONS

SCHOOL OF MANAGEMENT AND LEADERSHIP

DEGREE OF BACHELOR OF MANAGEMENT AND LEADERSHIP/ BACHELOR  
OF COMMERCE

HRM 402/ HRM 321: LABOUR LAWS

DATE: 5<sup>TH</sup> DECEMBER 2016

DURATION: 2 HOURS

MAXIMUM MARKS: 70

INSTRUCTIONS:

1. Write your registration number on the answer booklet.
2. **DO NOT** write on this question paper.
3. This paper contains **SIX (6)** questions.
4. Question **ONE** is compulsory.
5. Answer any other **THREE** questions.
6. Question **ONE** carries **25 MARKS** and the rest carry **15 MARKS** each.
7. Write all your answers in the Examination answer booklet provided.



## QUESTION ONE

Read the Case Study below carefully and answer the questions that follow:

### PESA ZETU LTD

Pesa Zetu Ltd is a beer manufacturer that also owns a big restaurant. The employer always ensures that the employees are paid their dues in good time and at the place of work. One of the directors have ordered the employees that they should use at least five percent of their salaries on the company products. This would ensure that the organization has a sufficient customer base which is good for both the employees and the employers.

Mr. Maina who is one the employees and a shop steward has advised the employees who are members of the union not to comply this directive terming it a violation of the Employment Act. He has also said that he will pick up the matter with the union, alleging that the decision by the management to pay them their salaries at a place where beer is manufactured of sold is illegal. The management is very upset with Maina's decision and has threatened him with severe disciplinary action on the basis of his trade union activities.

#### Required;

- a) Explain if there is any violation of the employment act at Pesa Zetu ltd (5 marks)
- b) Advice Mr. Maina on his rights as an employee and a member of a trade union (10 marks)
- c) Highlight the powers of Occupational Safety and Health Officer. (10 marks)

## QUESTION TWO

- a) Discuss the **four** sources of labour law in Kenya. (12 marks)
- b) Explain the objectives of the Occupational Safety and Health Act 2007. (3 marks)

## QUESTION THREE

- a) Explain **three** types of "Alternative Dispute Resolutions" that may be used to resolve disputes between employers and employees. (6 marks)
- b) Discuss the provisions under the Employment Act 2007 which are intended to safeguard the wages of an employee. (9 marks)



#### QUESTION FOUR

- a) Highlight **six** grounds for summary dismissal. (6 marks)
- b) Outline the requirements for the registration of trade unions. (9 marks)

#### QUESTION FIVE

- a) Explain the functions of the National Labour Board. (6marks)
- b) Discuss the objectives of the National Social Security Fund (9marks)

#### QUESTION SIX

Discuss the contractual capacities of various persons. (15 marks)





**QUESTION TWO**

- a) Well designed jobs are important in attracting and retaining a motivated work force. Explain five factors to consider while designing a job (10 Marks)
- b) Empowerment is key in Employee productivity. Briefly explain five Elements of Empowerment (5 Marks)

**QUESTION THREE**

- a) Motivation of Staff is vital in increasing productivity. Explain five suggestion on how to motivate staff in an Organization. (10 Marks)
- b) A job should allow a worker to feel personally responsible for a meaningful portion of his or her work. Give five ways in which jobs can be made more meaningful. (5 Marks)

**QUESTION FOUR**

- a) Money is not the only motivator at the disposal of organizations. Discuss this statement (10 Marks)
- b) Explain five Non -Monetary factors that motivate employees (5 Marks)

**QUESTION FIVE**

- a) Organizations monitor productivity for Strategic reasons. Explain five objectives of productivity Measurement (10 Marks)
- b) Examine the job characteristics that are important for employee motivation. (5Marks)

**QUESTION SIX**

- a) Give five ways in which a job can be enriched (5 marks)
- b) Motivation is a challenging function. Explain five reasons for motivation being a challenging job (10 marks)

